



Work-Product

## UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

### RECORD OF PROCEEDINGS

IN THE MATTER OF:

Work-Product

DOCKET NUMBER: BC-2024-03707

COUNSEL: NONE

HEARING REQUESTED: YES

### APPLICANT'S REQUEST

He be given an officer accession incentive.

### APPLICANT'S CONTENTIONS

He should be given an officer accession incentive per AFI 36-3012, *Military Entitlements*, paragraph 5.5 and per Title 37 U.S.C. Section 308b, *Pay and Allowances of the Uniformed Services* based on his appointment date.

The applicant's complete submission is at Exhibit A.

### STATEMENT OF FACTS

The applicant is a currently serving Air Force Reserve (AFR) captain (O-3).

On 27 Apr 18, DD Form 4, *Enlistment/Reenlistment Document Armed Forces of the United States*, indicates the applicant enlisted in the AFR for six years.

On 15 Aug 18, the applicant acknowledged his Reserve Service Commitment (RSC) for a period of four years, beginning on 17 Aug 18 with a termination date of 17 Aug 22 with a ten-year RSC for pilot training beginning on 10 Oct 19 and terminating on 10 Oct 29.

Dated 24 Aug 18, Reserve Order *Work-Product* indicates the applicant was appointed to the AFR in AFSC 92T0, effective 17 Aug 18.

Dated 29 May 20, AF Form 475, *Education/Training Report*, for the period of 23 Oct 19 through 10 Apr 20, indicates the applicant completed KC-135 pilot initial qualification training in the duty AFSC of 11M2F.

On 22 Apr 24, DAF Form 64, *Reserve Service Commitment (RSC) Acknowledgement/Declination*, provided by the applicant, indicates he agreed to satisfactorily serve in the Selected Reserve and

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to fulfill his RSC beginning 24 Aug 18 with a termination date of 24 Aug 21 following all RSC-incurring events as outlined in Tables 4.1 and 4.2 of AFMAN 36-2100, *Military Classification, Technical Training, and Retraining*, incentive pay, accession bonus, or retention bonus.

On 22 Apr 24, the Air Force Reserve Officer Accession Bonus Written Agreement, provided by the applicant, indicates he acknowledged he met the eligible criteria for a bonus within the 11M Air Force Specialty Code (AFSC) with an agreement to serve in the AFR for three years.

For more information, see the excerpt of the applicant's record at Exhibit B and the advisories at Exhibits C and E.

## **AIR FORCE EVALUATION**

AFRC/A1Y recommends denying the application finding no evidence of an error or injustice. The applicant's initial request sought an accession bonus based on his 17 Aug 18 accession date and his training AFSC of 92T0 at that time. However, on his accession date, he had not completed training in a critical AFSC and therefore did not meet the eligibility requirements for the requested bonus. At the time of his accession, he held the primary Air Force Specialty Code (AFSC) 92T0.

In accordance with Air Force Reserve Command Fiscal Year (FY) 2018 Incentive List and Officer Incentive Guidance, accession bonuses are authorized for those individuals agreeing to accept an appointment as an officer in the armed forces to serve in the AFR in a designated officer AFSC on the incentive list. On 17 Aug 18, the applicant held the pilot-in-training AFSC 92T0, which was not included on the FY18 Critical Skills List (CSL). He completed KC-135 training on 10 Apr 20 earning AFSC 11M2, which was listed on FY20 Officer and Enlisted AFSC Incentive Listing, effective 1 Oct 19 through 30 Sep 20. Despite earning a critical skills AFSC in FY20, the applicant has not provided proof that an AFR Officer Accession Bonus application was submitted to Air Reserve Personnel Center (ARPC) prior to the required deadline. Per the Retroactive Payments for Air Force Reserve Bonus Incentive Program memorandum, ARPC will only process requests for eligible members with application dates between 1 Oct 19 and 30 Sep 24. All retroactive incentive packages must be submitted prior to 1 Jul 25.

The complete advisory opinion is at Exhibit C.

## **APPLICANT'S REVIEW OF AIR FORCE EVALUATION**

The Board sent a copy of the advisory opinion to the applicant on 7 Aug 25 for comment (Exhibit D) but received no response.

## **ADDITIONAL AIR FORCE EVALUATION**

An additional advisory was requested due to an error noted in the pertinent facts section, but this correction did not change the overall recommendation of the advisory opinion. The Board sent a

copy of this additional advisory opinion to the applicant on 12 Aug 25 for comment (Exhibit F) but received no response.

## FINDINGS AND CONCLUSION

1. The application was timely filed.
2. The applicant exhausted all available non-judicial relief before applying to the Board.
3. After reviewing all Exhibits, the Board concludes the applicant is not the victim of an error or injustice. The Board concurs with the rationale and recommendation of ARPC/A1Y and finds a preponderance of the evidence does not substantiate the applicant's contentions. The applicant was not eligible for an accession bonus at the time of his appointment because the duty AFSC he was assigned was not on the CSL in FY18 and even though he was assigned the AFSC in FY20 which was on the CSL, no incentive eligibility application was processed for the applicant during the applicable time period. Therefore, the Board recommends against correcting the applicant's records.
4. The applicant has not shown a personal appearance, with or without counsel, would materially add to the Board's understanding of the issues involved.

## RECOMMENDATION

The Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the Board will reconsider the application only upon receipt of relevant evidence not already presented.

## CERTIFICATION

The following quorum of the Board, as defined in Department of the Air Force Instruction (DAFI) 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2024-03707 in Executive Session on 15 Aug 25 and 13 Sep 25:

Work-Product	Panel Chair
Work-Product	Panel Member
Work-Product	Panel Member

All members voted against correcting the record. The panel considered the following:

- Exhibit A: Application, DD Form 149, w/atchs, dated 22 Oct 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, AFRC/A1Y, w/atchs, dated 24 Jul 25.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 7 Aug 25.
- Exhibit E: Advisory Opinion, AFRC/A1Y, dated 12 Aug 25.

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Exhibit F: Notification of Advisory, SAF/MRBC to Applicant, dated 12 Aug 25.

Taken together with all Exhibits, this document constitutes the true and complete Record of Proceedings, as required by DAFI 36-2603, paragraph 4.12.9.

9/30/2025

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Board Operations Manager, AFBCMR

Signed by: *Work-Product*

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